

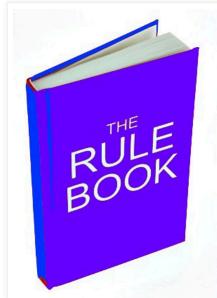
UCLA Faculty Association

News and opinion from Dan Mitchell since 2009

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Thursday, September 5, 2024

What will the fall rules be? - Part 2 (Now we know)



A month ago, we speculated on what new rules regarding protests would be implemented by UCLA in the fall.* Now we have the rules.

UCLA has issued a series of rules related to protests in four documents (links below). From the [Bruin](#): *UCLA announced new regulations governing campus protests Wednesday. Administrative Vice Chancellor Michael Beck and Vice Chancellor for Student Affairs Monroe Gorden Jr. announced new Time, Place and Manner regulations in a BruinPost announcement. Although the new policies are effective immediately on an interim basis, they will be open for public comment until Nov. 4. The policies include a requirement for people on campus to identify themselves when asked to do so by university officials, something introduced across the UC.*

The new regulations also include a new definition of publicly accessible spaces, limiting areas for public expression activities – including leafleting, picketing, speeches, petition circulation and noncommercial literature distribution – to areas around Bruinwalk and outside Murphy Hall. Separate rules exist for events that receive administration approval 10 days in advance. Public expression activity organizers will also be required to obtain permission to demonstrate in Bruin Plaza because of potential conflicts with organized club activities. The plaza, an approved space, was the site of several rallies during the United Auto Workers Local 4811 strike in the spring. Dickson Plaza, where protesters established the first Palestine solidarity encampment at UCLA, is not included in the list of areas where public expression will be permitted. Kerckhoff Patio and Dodd Hall – where protesters also attempted to encamp – are also not approved spaces for public expression.

The “areas for public expression” will permit any member of the campus or outside community to protest without needing permission, provided they do so between 6 a.m. and midnight and do not otherwise disrupt campus activities.

Several regulations appear to be aimed at preventing encampments, which UC President Michael Drake banned in an email to the UC community August 19.

The rules include a ban on the use of tents and camping equipment, new restrictions limiting the distribution of food and the closure of campus walkways between midnight at 6 a.m. Protesters are not permitted to use graffiti or chalk on university property, which pro-Palestine protesters had done in spring 2024...

Full story at <https://dailybruin.com/2024/09/04/ucla-announces-new-time-place-and-manner-policies-limits-public-expression-areas>.

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General Use of UCLA Property:

<https://ia800402.us.archive.org/9/items/2-final-hjaa-report.-the-soil-beneath-the-encampments/UCLA%20Interim%20Policy%20850%20-%20General%20Use%20of%20UCLA%20Property.pdf>

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Public Expression Activities:

<https://ia800402.us.archive.org/9/items/2-final-hjaa-report.-the-soil-beneath-the-encampments/UCLA%20Interim%20Policy%20852%20-%20Public%20Expression%20Activities.pdf>

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Organized Events:

<https://ia600402.us.archive.org/9/items/2-final-hjaa-report.-the-soil-beneath-the-encampments/UCLA%20Interim%20Policy%20860%20-%20Organized%20Events.pdf>

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Major Events:

<https://ia600402.us.archive.org/9/items/2-final-hjaa-report.-the-soil-beneath-the-encampments/UCLA%20Interim%20Policy%20860%20-%20Organized%20Events.pdf>

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The Council of UC Faculty Associations

- Faculty File Historic Academic Freedom Unfair Labor Practice Charges Against UC
- Union Letter to UC with Benefits Demands
- We Oppose Deprofessionalizing Librarians
- We Oppose AB-1418's Inadequate Protection from the Harms of Facial Recognition Tech
- We Oppose SB-1287's Restrictions on Protected Speech

Remaking the University

- [The Authoritarian Personality Comes to College](#) - 5/2/2024
- [The New McCarthyism Intensifies](#) - 4/30/2024
- [THE STRIKE](#) - 12/6/2022

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Although these rules are now in effect, public comments about them can be made until November 4:

List30ReviewApps.

*<https://uclafacultyassociation.blogspot.com/2024/08/what-will-fall-rules-be.html>.

Posted by California Policy Issues at 6:00 AM No comments:

Labels: academic freedom, UCLA

Wednesday, September 4, 2024

The Great Santa Cruz Panic of '24



From ITPro: The University of California Santa Cruz (UCSC) has come under fire after it conducted phishing training using a fake Ebola virus track and trace alert. Security experts have criticized the test after it caused panic on campus, forcing senior leaders at the university to come out and publicly acknowledge its error of judgment.

On 18 August 2024, UCSC's IT department sent out a test email intended to teach students, faculty members, and other operations staff

about the dangers of phishing attacks. The email warned that a member of UCSC's staff, who had recently returned from a trip to South Africa, had contracted the Ebola virus. The message claimed to be part of the organization's contact tracing system, looking to identify and inform those who may have been in close contact with the affected staff member. It also contained links to a fake webpage purported to have been set up to support individuals affected by the 'outbreak', including the necessary steps to take if they were exposed.

The message was allegedly based on a real phishing email caught by the IT department some weeks earlier, according to the webpage dedicated to providing an up-to-date list of the latest phishing attacks targeting community members. Chaos ensued with many people taking to social media in an effort to confirm if the warning was legitimate or not...

Full story at <https://www.itpro.com/security/how-not-to-conduct-cyber-awareness-training-ucsc-slammed-for-tone-deaf-ebola-phishing-tests>.

Posted by California Policy Issues at [10:42 AM](#) No comments:       

The Senate Wants to Be In (or maybe near) the Room Where UC Labor Relations Happens

Below is a letter from the chair of the Academic Council to the UC provost concerning Senate participation in labor relations and bargaining in the aftermath of the 2022-23 student-worker strike:

August 26, 2024

KATHERINE S. NEWMAN

PROVOST & EXECUTIVE VICE PRESIDENT

Re: Academic Labor Relations Consultant Report

Dear Provost Newman

At its July 24, 2024 meeting, Academic Council discussed the report from the UCOP consultant who conducted an organizational assessment of academic labor relations at UC and made recommendations for improving organizational and communication structures. The consultant's report proposes various models for labor relations and human resources and their inter-relationship at the campuses and at UCOP, assigning employee and labor relations (ELR) responsibilities to different campus units for different employee types. It also recommends extensive consultation going forward, and we offer our observations here in the spirit of constructive engagement.

There is a consensus in Council that the lack of timely communication and consultation with faculty during the fall and winter 2022-23 graduate student strike had a negative impact on UC's collective bargaining efforts. Contracts were finalized without a full or nuanced understanding of the graduate education and research enterprise, faculty labor, and the academic calendar. Implementation now poses a host of challenges for faculty and administrators alike. We read the consultant's report with these concerns and experiences in mind.

We were gratified to see explicit acknowledgment throughout the report of the need for "faculty involvement" to inform and complement the work of those in administrative roles handling labor relations.

(205) UC-Irvine (173) fund raising (157) UC-Santa Barbara (141) UC-Santa Cruz (141) UC-San Francisco (133) ballot propositions (132) faculty center (132) controller (131) UC-Riverside (127) CalPERS (120) Master Plan (100) UC-Merced (100) faculty pay (100) Yudof (89) UCRS retirement (60) parking (59) privatization (59) Faculty Association at UCLA (56) CalSTRS (50) UC Berkeley (33) campus climate survey (28) copyright (26) UCRS (21) Michigan Model (18) UC Merced (17) uc funding (16) State Contribution (14) UCOF (14) Regents (13) faculty recruitment (12) UC pay (7) graduate education (6) UC San Diego (5) UCpolitics (3) teaching evaluation (3) UC Irvine (2) UC Santa Cruz (2)

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 - Adverse Internet Archive Appellate Decision
 - Need for a New Master Plan - Once Again - Part 3

We understand and agree that two of the crucial forums for faculty engagement are 1) service as members of an academic labor relations (ALR) advisory committee or committees, and 2) service as subject matter experts who advise bargaining teams. The systemwide Academic Personnel unit has already convened a panel of faculty in the wake of the 2023 contracts, and in preparation for future negotiations. To date, the panel has provided much needed input and insight into not only academic contexts and goals but also many aspects of academic labor per se (e.g., explaining requirements and considerations relative to external grants, delineating academic labor from academic progress). We see this model is working well and suggest formalizing a charter for this ALR advisory committee and looping in systemwide Labor Relations as appropriate.

As to bargaining teams, we are generally pleased with the structure and nominations process that has been adopted to ensure faculty are present on such teams in the capacity of "expert advisors" (to use the official term). We are optimistic that increasing and enhancing faculty participation in academic labor relations through the Academic Senate will yield better outcomes.

Regarding the two aforementioned approaches to engaging the faculty, the report suggests "supporting their contributions to these efforts...by, for example, providing stipends or released time for participating in these activities" (p. 6). **Generally speaking, faculty undertake service as part of their fulfillment of the University's various missions and remuneration comes in the form of merit-based advancement. However, with respect to participation on bargaining teams, where the nature of work is time-intensive and considerable, we agree that salary compensation in some form is warranted.**

Currently, faculty identified as expert advisors to join bargaining teams has been limited to those on recall status because of the commitments to research, teaching, and other service that active faculty have. We can certainly see the benefits of recruiting active faculty to serve in these roles, and we think that it is well worth exploring how to do so. While the Academic Senate does not have existing funding allocations for such stipends or course releases, as suggested by the consultant, these could be provided through the administration.

We must also remark that the report stresses faculty involvement, but there is only one explicit reference to the Academic Senate. During Council's interview with the consultant, we emphasized that the Senate is the official representative body for the faculty and that we would therefore expect the Senate to serve as the primary structure through which faculty would participate in academic labor relations. Here we reiterate that nominations of faculty to roles on ALR advisory committees and bargaining teams should come via the Senate, at both the divisional (i.e., campus) and systemwide levels.

Based on the recent reorganization of Academic Personnel and Programs, it seems that the formation of two distinct units—one overseeing academic personnel and academic labor, and the other overseeing faculty affairs and academic programs—follows along the lines of what the report presents. **Council recognizes that the activity portfolio of academic labor relations has grown in importance and that your office must find ways to better manage this growth.**

We are troubled by the reorganization for two reasons in particular.

First, it removes an administrator drawn from the faculty for oversight and implementation of the Academic Personnel Manual. Second, the restructuring also does not sufficiently acknowledge the benefits of having an administrator with a faculty perspective and experience leading a systemwide unit dedicated to academic labor relations. The report itself asserts: "Academic Affairs leadership (rightly) wishes to maintain authority over academic personnel matters, as well as to ensure that academic labor relations decisions are made with a deep understanding of academic norms, values, contexts, and objectives" (emphasis added) (p. 10). The report notably acknowledges that "faculty and academic administrators have significant knowledge of academic work and contexts" and must be engaged to complement the "specialized skill set" of administrators in labor relations.

Having the new vice provost for Faculty Affairs and Academic Programs serve in an advisory capacity on academic personnel and labor issues will help offset a lack of faculty perspective and experience on the Systemwide Academic Personnel side, as will your final signoff on such matters. We remain concerned, however, that the division of the previously integrated unit will create unhelpful silos, especially given that "faculty affairs" is—or seems to us—inextricably tied both to academic personnel matters (including recruitment, advancement, and retention) and to aspects of academic labor relations (such as supervision of student employees) that impact faculty. Overlap between the two units in the form of joint stewardship of certain matters could respond to these issues, although with risks of redundancy and deleterious crosscommunication that would need to be mitigated. We are hopeful that an appropriate administrative structure and administrator reporting lines can be determined to address these concerns.

The report states that although "Graduate Divisions will have a critical role to play in the implementation of graduate employee contracts, ...it is not recommended that they become employee relations offices for these employees as this will lead to duplication and require very significant additional resource commitments that are probably not affordable" (p. 11). Council fully agrees and adds that it is important to associate graduate divisions, in as much as possible, solely with the academic side of the enterprise and to maintain clear separation from labor relations and employment. Human Resources units will also presumably require some expansion to cover these new duties. In this regard, we note that an important premise of the entire report is that we will see a significant expansion of administrators to serve as implementation managers and in other labor relations roles.

The report does not, however, address the impacts on budgets or on faculty workload. Recommendations from the Academic Planning Council's Workgroup on Faculty Work & Recovery Post-Pandemic, which focused on the problem of faculty "workload creep," should be considered during implementation of consultant recommendations. More generally and in a similar vein, a cost accounting that addresses burdens borne by faculty should be carried out.

UCLA can be as neutral as the rest of them

Shifting Into Neutral: It's a Thing! - Part 2

Yale's Committee

Didn't want to let this issue slide

Numbers & Ratios - We Report; You Decide

9-11-01 at UCLA

Shifting Into Neutral: It's a Thing!

The times they are a'changing - Part 6

♪Take Us Out of the Ball Game,♪

Water with the Guy

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Well, I'm sure I could write something...

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Burnout

Artwork for Westwood/V/A Subway Station

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► April (63)

► March (66)

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► 2022 (719)

► 2021 (710)

► 2020 (914)

► 2019 (671)

► 2018 (595)

► 2017 (666)

► 2016 (715)

► 2015 (765)

► 2014 (704)

► 2013 (776)

► 2012 (839)

► 2011 (738)

► 2010 (431)

► 2009 (12)

Contributors

-  California Policy Issues
-  Toby Higbie
-  UCLA Faculty Association

Finally, we want to address the consultant's account of communications during the labor actions of 2022-23. We were surprised to read in the report (pages 19-20) that locations were generally pleased with communications during that timeframe. Our experience was quite the opposite and a source of considerable frustration.

It often appeared that UC Legal and Labor Relations, out of concerns over liabilities and other risks, were wary of communicating clearly and openly with faculty, especially once negotiations were underway, for fear of liabilities and of encouraging direct dealing (or the perception of direct dealing). **Faculty overseeing graduate student researchers and academic student employees were largely left in the dark about how and even whether they could communicate with their graduate student employees in either capacity as students or as employees.** There often appeared to be little to no sense of the academic calendar and thus of what urgently needed to be communicated, and when, about how to handle final exams, the filing of grades, and other timely matters.

Meanwhile, the systemwide Academic Senate attempted to provide guidance to fill this gap—and this guidance was often met by UC Faculty Associations providing contradictory viewpoints, further muddying the waters. One key takeaway from this experience is that faculty supervisors must have clear and legally accurate guidance from the administration in advance of any labor disruption. This guidance must also be easily accessible. The recent creation of a "Frequently Asked Questions" (FAQs) webpage overseen by the former Academic Personnel and Programs Office that provides guidance for faculty is a welcome development, and one that Academic Senate leadership had been advocating since before the strike activity of fall 2022 began. These FAQs could use clarification and input from the Academic Senate, presumably via the ALR faculty advisory committee and Senate leadership. Of note, **we suggest better guidance on the faculty right to strike in sympathy under the Higher Education Employer Employee Relations Act, partial strikes, withholding of pay, and communicating with graduate students about academic progress.**

The FAQs cannot substitute, however, timely updates and communications from the administration before and especially during periods of negotiation and strike activities.

Thank you for your invitation to provide input on the consultant's report, and please do not hesitate to contact me if you have any questions.

Sincerely,

James Steintrager, Chair

Academic Council

Cc: Academic Council, Chief of Staff Beechem, Senate Division Executive Directors, Senate Executive Director Lin

Source: https://senate.universityofcalifornia.edu/_files/reports/jjs-kn-labor-relations-consultant-report.pdf. Note that the consultant's report referred to in the letter is not attached to the letter.

Posted by California Policy Issues at [5:00 AM](#) No comments:

Labels: [strikes](#), [UC](#)

Tuesday, September 3, 2024

Regents Special Retreat: Wednesday-Thursday



Normally, Regents meetings are announced well in advance. However, sometimes in emergencies, special meetings occur without much notice. And finally there are retreats which are also announced without much notice.

A Regents retreat at Lake Arrowhead this Wednesday and Thursday popped up on the Regents' website in the past day or so. (Obviously, such retreats are in fact planned well in advance.) Even

the open sessions of retreats are not live-streamed or recorded for YouTube. But in theory you could go to Lake Arrowhead and attend the open sessions.

There will be public comments allowed by phone (or in person). Below is the agenda.

Notice of Retreat, September 4-5, 2024: Special Session

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Wednesday, September 4, 2024

Time: 8:30 a.m.

Location: Pineview Room, UCLA Lake Arrowhead Conference Center, 850 Willow Creek Road, Lake Arrowhead, California 92352

Agenda – Open Session

Public Comment Period (30 minutes)

Remarks of the Chair of the Board

Remarks of the President of the University

Healthcare Governance Overview

Lunch

Current and Future State of Artificial Intelligence

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Time: Upon adjournment of open session

Agenda – Closed Session

Campus Climate and Operations Planning [Note: "Campus Climate" is likely code for dealing with protests.]

Matters Pertaining to Presidential Search and Prospective Applicants

Personnel Matters

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Thursday, September 5, 2024

Time: 8:30 a.m.

Agenda – Open Session

Public Comment Period (30 minutes)

A Vision for the Future of UC

Reflections on the Year Ahead

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Source: <https://regents.universityofcalifornia.edu/meetings/agendas/sept42024.html>.

Posted by California Policy Issues at 6:00 AM No comments:

Labels: UC Regents

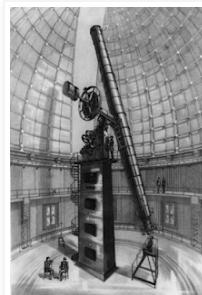
Monday, September 2, 2024

TMT in Hawaii in the Past Tense?

As blog readers will know from numerous previous posts on this blog, the Thirty-Meter Telescope (TMT) project on Hawaii has been subject to numerous delays, protests, and political roadblocks. It comes up from time to time at the Regents, particularly in public comments, but also in direct discussions.

The outgoing president of the U of Hawaii, David Lassner, recently reflected on the project:

"TMT (the Thirty Meter Telescope proposed for Hawai'i Island's Maunakea) was hard for me personally. I'd say it really divided many people inside the university and I had a lot of friends who were very disappointed in me for supporting TMT. I have no qualms about my belief that it would have been good for Hawai'i. I got a death threat on social media. We had students peacefully occupying our building (Bachman Hall). When they moved out of their own volition, it felt empty. But I learned a lot. It was really hard seeing the pain that was caused and would have been caused in either direction."



Source: <https://www.hawaiibusiness.com/university-hawaii-president-steps-down-david-lassner-interview-2024/>.

The phrase *it would have been good for Hawai'i* suggests he considers the project - at least in Hawaii - to be dead.

Posted by California Policy Issues at 3:30 AM No comments:

Labels: U of Hawaii, UC, UC Regents

Some UC-Retirement Programs for September



Guide to Investing in the UC Retirement Savings Program:

Description: The Guide to investing in the UC Retirement Savings Program class can help you understand the basics of investing.

WHAT WILL YOU LEARN? This class helps you learn the basics of investing, including key investing concepts and common types of

investments, plus an overview of funds available through the UC Retirement Savings Program. It also includes investment approaches based on risk tolerance, investing horizon and involvement level.

WHO SHOULD ATTEND? Participants who want to learn how to invest and grow savings in the UC Retirement Savings Program.

Dates/Times: Sept. 11, 3 pm; Sept. 18, 4 pm; Sept. 26, noon

https://fmr.zoom.us/webinar/register/WN_nCBExRHqQiibdd0zzHeK7A#/registration

Posted by California Policy Issues at 3:00 AM No comments: [Reply](#) [Edit](#) [M](#) [B](#) [T](#) [F](#) [P](#)

Labels: [uc retirement](#)

Sunday, September 1, 2024

Bus Stop



Public transportation to UCLA, 1931
(colorized)

Posted by California Policy Issues at 2:00 AM No comments: [Reply](#) [Edit](#) [M](#) [B](#) [T](#) [F](#) [P](#)

Labels: [miscellaneous](#), [UCLA](#)

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